

## HUMAN RIGHTS POLICY

The MAIRE Group (“**the Group**”) is aware of its responsibility of paramount importance in respecting and safeguarding Human Rights within its own operations, in order to ensure the integrity of its business relationships and fair collaboration with local communities.

In order to effectively achieve human well-being, the Group embraces and complies with the United Nations Universal Declaration of Human Rights and the principles of the International Labour Organization Fundamental Conventions.

The Group considers its own employees and collaborators as an essential strategic resource and is committed to guarantee the respect of their rights and safeguard of their dignity, freedom and diversity in the workplace.

Therefore, the following guiding principles on Human Rights constitute the fundamental values pursued by the Group in each of its activities.

### **Employment practices**

The Group condemns any form of discrimination, unlawful recruitment, labour exploitation, forced or child labour, and promotes appropriate working conditions, fair working hours and wages, freedom of association and collective bargaining in accordance with the Code of Ethics.

### **Supply Chain**

The respect of human rights in employment practices needs to be ascertained also in the Group’s suppliers and subcontractors’ activities, by selecting collaborators who abide such principles and by promoting their development throughout the entire supply chain.

### **Local communities**

The Group undertakes to respect local practices and customs, by supporting social integration through continuous collaboration with local communities in the geographic areas in which the Group operates.

The commitment to safeguarding Human Rights is periodically renewed by the Group by adhering to the UN Global Compact Ten Principles and by implementing a clear Sustainability Vision with specific commitments and goals for the relevant Sustainable Development Goals.

The Group urges all employees, interns, apprentices and collaborators at the head office and at all Group sites to comply with the Human Rights Policy, both in their daily work and in strategic perspective.

Alessandro Bernini

Chief Executive Officer

